



City of Claremont

Police Officer (Lateral and Pre-Service)

THE POSITION

The City of Claremont Police Department is looking for highly energetic and motivated self-starters, whose work ethic and moral standards are of the highest caliber, to preserve the peace, protect life and property, prevent and detect crimes, and enforce laws and ordinances, while maintaining a positive public service approach toward the community.

The Claremont Police Department consists of 41 sworn police officers and 22 non-sworn positions, with a variety of volunteer programs, such as Reserve Police Officers, Retired Senior Volunteer Patrol, Explorer Scouts, and the traumatic intervention program. The Department provides multiple opportunities for special assignments, such as motorcycle patrol; bicycle patrol; DARE officer; Detective Bureau, Administrative Services Bureau, and the regional drug task force (LA IMPACT). Typically, 35% patrol time is free for pro-active patrol. Patrol staff works a 3/12 schedule, and the Detective Bureau works a 4/10 schedule.

QUALIFICATIONS

Qualified applicants will meet California Commissions of Peace Officer Standards and Training (POST) minimum standards, be at least 21 years of age, have graduated from high school (or have a GED certificate), and possess a valid California Class C driver's license. Hearing will be good and without defect; weight will be in proportion to height. Uncorrected eyesight should be 20/100 or better in one eye and at least 20/40 in the other eye; correctable to 20/20 in both eyes and free of a significant color vision anomaly. Qualified applicants must be able to take and follow directions, possess excellent written and verbal communications skills, and have the ability to analyze situations and make prompt, concise decisions. The ability to meet and work with the public in a professional manner is a must.

COMPENSATION AND BENEFITS

Salary range for Police Officer is **\$5,275 - \$6,373 per month**. Additionally, the City pays the employee's contributions to the Public Employees' Retirement System (PERS) for membership in PERS 3% at 50 (CHP) retirement plan.

The City also provides an excellent benefits package, including: 96 hours vacation in the first year, 120 hours from the second to the fourteenth year, and 160 hours thereafter with a 80-hour vacation bonus in the tenth year of employments and again every 5 years thereafter; \$1015 a month for medical, dental, vision, other City benefits, or deferred compensation; Section 125 Flexible Benefit Plan; 72 holiday hours and 24 floating holiday hours per year; \$600 per year physical fitness benefit; up to \$350 per month in POST certificate/education pay; \$75 per month for bilingual pay, and eligibility for a Pay for Performance Program of up to 5% of base pay annually.

SELECTION PROCESS

Qualified pre-service applicants will be invited to take a physical agility exam. Those candidates who pass the physical agility exam will then take a written exam (written and physical agility is waived for lateral applicants). A reasonable number of those candidates successfully passing the written exam will be invited to an oral interview. Those who receive a score of 70% and above on the oral interview will be placed on the eligibility list.

All Lateral candidates application materials will be thoroughly reviewed and those applicants whose background and experience most closely match the needs of the Police Department will be invited to an oral interview. Those candidates scoring 70% and above on the oral exam will be placed on an eligibility list.

An extensive background investigation covering prior employment, personal references, financial history, driving record, criminal history, controlled substance use/abuse, and personal character will be conducted. Successful completion of a medical examination, drug screen test, and psychological evaluation conducted by City designated doctors, and polygraph exam will be required prior to appointment.

Applications are available for download at **www.ci.claremont.ca.us**

Applications (including required supplemental questionnaire, signed drug screen form and background waiver) must be submitted to:

**CITY OF CLAREMONT
PERSONNEL OFFICE
207 HARVARD AVE.
CLAREMONT, CA 91711
(909) 399-5450**

Applications must be submitted by:

Open Filing

Faxed copies will NOT be accepted.

